

Draft Recommendations for Consideration

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	Original Recommendation	Revised Recommendation	Working Group Revision	Responsible Agency	Priority	Implementation timeline
1.		Ensure that budgetary, programmatic, and policy decisions related to anti-poverty efforts are aligned with the recommendations of the Poverty Reduction Working Group and based on careful consideration of racial equity impacts, rigorous data analysis, and input from key stakeholders.				
2.		Shift the paradigm in the approach to funding and serving people experiencing poverty to focus on systemic challenges and inequities, rather than individual challenges, and to acknowledge the current crisis and disparities as a product of decades of systemic issues and structural racism. Acknowledge that solutions will require sustained support and funding over an extended period to correct course.				

3.		Ensure that people with lived experience of poverty (including youth and young adult advocates) are included in program and policy design and implementation.				
4.		Within State government and beginning with agencies responsible for direct services, create an organizational culture that centers on racial equity, cultural competency, and humility where all staff, including staff with lived experience, feel safe, valued, and supported, and where executive leadership is informed by staff at all levels.				
5.		Develop and launch a racial equity initiative for the State of Washington to further its commitment to advance racial equity within its workforce and within each governmental branch, agency and office.			Med	Long term
6.		Ensure that culturally competent staff employs a “targeted” strategy approach when developing programs and services by incorporating person-centered trauma-informed care models.				
7.		Coordinate across agencies to build a human centered poverty reduction system to promote equity, streamline				

		eligibility, eliminate fiscal cliffs, provide comprehensive career and wrap-around services, and ensure respectful participant choice by providing programs and services based on the participant's needs and preferences whenever possible.			
8.		Establish an inter-agency protocol and procedures to provide enhanced coordination and oversight for existing and emerging efforts to advance racial equity across systems and state departments, in order to holistically address intersections across systems of care.			High Mid-term
9.		<p>Conduct a racial equity analysis on State of Washington contracting requirements, hiring practices, and job requirements to:</p> <ul style="list-style-type: none"> • Identify strategies to make contracting requirements more equitable and to encourage and support smaller organizations in the contracting process, including the use of joint venture models (in lieu of sub-contractor models). • Identify any existing barriers for people of color and/or people with lived experience (e.g., language requirements, degree requirements, etc.). 			high Short-term

		<ul style="list-style-type: none"> • Develop a plan and process to increase the recruitment and hiring of people of color and people with lived experience. • Promote racial diversity at all organizational levels, including leadership, management, boards, and commissions. • Analyze job classifications and pay scales of service provider workforce across gender and race. • Ensure that lived experience is a desired and valued qualification in the hiring processes. • Create opportunities for education and mentorship to support the development of people of color in staff and board leadership. 				
10.		<p>Continue and enhance efforts to create, provide, and require ongoing trainings (using experienced trainers, including people of color and people with lived experience trainers) for State staff and service provider staff in:</p> <ul style="list-style-type: none"> • cultural competency • trauma-informed care • implicit bias • institutional racism • the history of racism and discrimination in the United 			Mid	Mid-term

		<p>States, its economic impact, and the resulting trauma for people of color</p> <ul style="list-style-type: none"> • the needs of diverse homeless populations, and people living in poverty • case management approaches to engage people experiencing poverty by understanding each person’s unique situation and particular needs and interests, and by focusing on a human resiliency model <p>Common professional development across all relevant agencies should support this.</p>				
11.		<p>While upholding data privacy standards, enhance data collection practices to ensure sufficient, useful, and available data and metrics on people living in poverty, particularly marginalized groups (especially focusing on the criminal justice and child welfare systems). Efforts should include:</p> <ul style="list-style-type: none"> • advocating for additional data collection and/or improved data-sharing partnerships between relevant systems of care, as needed • ensuring frontline staff have sufficient time, training, and 				

		<p>support to enter complete and accurate data</p> <ul style="list-style-type: none"> clearly demonstrating the link between robust data collection and improved services by sharing results of ongoing data analysis and evaluation 				
12.		<p>Develop a policy of communication and transparency amongst agencies to ensure interconnectedness of services provided.</p> <ul style="list-style-type: none"> Align program eligibility and participation requirements in a direct and cohesive way 				
13.		<p>Create partnerships between service providers, agencies and community members to gain the perspective of people with lived experience, and pilot local poverty reduction models using these partnerships.</p>				
14.		<p>Make immediate changes to simplify public processes and procedures and/or remove barriers that have immediate impact (ex: restriction on full time students in tax credit housing, when we know stable housing combined with access to quality education can significantly improve the socio-economic conditions of a family over time).</p>				

15.		Design funding for public programs to have the greatest strategic impact on poverty by designating it for <i>and</i> allowing access directly by communities to be invested for long term self-sufficiency.				
16.		Involve community members themselves in leading the effort to identify needs and design solutions to meet those needs through the development of community growth plans and funding strategies. Because many racial and ethnic communities are not geographic, they do not “fit” into growth management plans, and in many instances have not been included in GMA processes. The community growth plan process will encourage member participation in solutions.				
17.		Increase collaboration with other federal, state, and local programs to provide more access to resources (educational, employment related, health) based <i>in</i> poor communities.				
18.		Develop ownership capacity in poor communities to build new “capital assets” that revitalize community centers, become financial assets owned by community organizations, which employ local community members, support local community centered				

		business enterprise, and root people to a place with an incentive to remain and build it up for generations to come.				
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Number	Original Recommendation	Revised Recommendation	Working Group Revision	Responsible agency	Priority	Implementation timeline
1	Case management and support after re-entry and until in stable housing.	Enact non-punitive case management and support after re-entry until individual is settled in stable housing.			High	Short-term
2	Stable housing for single individuals and families	Create affordable, long-term housing options for single individuals and families with access to schools, employment and public transportation.			High	Long-term
3	Targeted support for families of incarcerated people, making family unification a priority	Assign case manager to families of incarcerated people to assist in accessing social and economic support services, with family unification as a central priority.			High	Short-term
4	Use financial incentives to increase housing inventory, particularly for certain offenses	Use financial incentives to increase housing inventory, particularly for certain offenses.			High	Mid-term
5	Introduce a fidelity bond for housing.	Introduce a fidelity bond for housing.			Med	Long-term
6	Develop programs for support of families impacted by incarceration of	Develop trauma informed care programs for targeted support of families impacted by incarceration of a family member including:			High	Mid-term

	family member, beginning with assessment provide trauma-informed care, educational support, childcare, parenting support, employment assistance and housing.	<ul style="list-style-type: none"> • Educational support • Childcare • Parenting support • Employment assistance • Housing 				
7	Expansion of housing with wrap around services.	Expand access to stable housing with wrap around services.			High	Long-term
8	Provide services based on a needs and risk assessment	Develop need and risk assessment tool to deliver equitable social and economic services and connect individuals to appropriate community resources.			High	Short-term
9	Secure housing for those in transition and prior to release	Secure housing for those in transition prior to release.			High	Long-term
10	Employment and educational opportunities located in communities of re-entry.	Expand the employment and educational opportunities located in communities of re-entry.			High	Long-term
11	While incarcerated, provide educational	Expand and improve high quality educational opportunities and job			High	Long-term

	opportunities and job training in a safe and healthy environment	training in a safe and healthy environment.				
12	Start re-entry transition planning earlier and include career exploration and exposure and employment mentors.	Start re-entry transition planning earlier and include career exploration and connection to employment mentors and job opportunities prior to release.			High	Mid-term
13	Decriminalize low-level crimes.	Decriminalize low level crimes including: <ul style="list-style-type: none"> • • 			High	Long-term
14	Vacate certain convictions.	Vacate certain convictions including: <ul style="list-style-type: none"> • • • 			High	Mid-term
15	Eliminate inequitable fees, fines and penalties.	Eliminate inequitable fees, fines and penalties including: <ul style="list-style-type: none"> • • 			High	Mid-term
16	Create and follow individualized release plans.	Create and train staff to appropriately implement individualized release plans.			High	Long-term
17	Use a reconciliation process rather than a conviction and incarceration	Replace conviction and incarceration process with reconciliation process model used in King County.			High	Long-term

	process (King County model)					
18	Develop a rehabilitation process that allows those with criminal justice involvement to fully re-enter community and limit disclosure requirements.	Develop a rehabilitation process to improve the ability of people with criminal justice involvement to fully re-enter the community. This process should limit disclosure requirements in housing and employment.			High	Mid-term
19	Eliminate bias in enforcement and criminal justice by mandated racial equity and cultural competency training and by diversifying the law enforcement and judicial system workforce.	Eliminate bias in law enforcement and criminal justice by creating mandated racial equity and cultural competency training and by diversifying the law enforcement and judicial system workforce.			High	Short-term
20	Initiate transition earlier, provide wrap-around services, employee mentors with lived experience and provide grants to community led organizations.	<p>(1) Initiate transition earlier and prepare individuals for re-entry through provision of wrap-around services, connection to employee mentors with lived experiences and advise on useful community organizations prior to release.</p> <p>(2) Provide grants to community led organizations working on re-entry.</p>			High	Mid-term

21	<p>Eliminate the criminalization of poverty and race by:</p> <ul style="list-style-type: none"> • Eliminating tactics like “stop & frisk” • Decriminalizing drug addiction • Funding mental health and chemical dependency 	<p>Eliminate the criminalization of poverty and race by:</p> <ul style="list-style-type: none"> • Eliminating tactics like “stop & frisk” • Decriminalizing drug addiction • Funding mental health and chemical dependency 			High	Mid-term
22	<p>Conduct global landscape analysis of current programs. Initiatives, policies related individuals and families impacted by incarceration and re-entry</p>	<p>Conduct analysis of current programs, initiatives and policies related to individuals and families impacted by incarceration and re-entry to determine their impact and sustainability on livelihood.</p>			Med	Mid-term
23	<p>Measure disparities among formerly and currently incarcerated people.</p>	<p>Measure social, economic and health disparities among formerly and currently incarcerated people to determine the impact of current policies and programs for incarceration and re-entry.</p>			Med	Mid-term

24	Evaluate data and assess the Certificate of Restoration (CROP) program. Working as intended? If promising, should it be expanded	Evaluate data and assess the impact of the Certificate of Restoration (CROP) program. Determine areas of improvement and expand			Med	Short-term
25	Assess current service provider practices, including diverse workforce, staff with lived experience.	Assess current service provider make-up, including racial and economic diversity of workforce and staff with lived experience.			Med	Short-term
26	Advocate for reform of State and Federal benefit programs.	Advocate for reform of State and Federal benefit programs to eliminate barriers for individuals or families impacted by incarceration.			High	Short-term
27	Advocate for Fair Chance Housing Legislation.	Advocate for Faith Chance Housing Legislation.			High	Short-term
28	Advocate to eliminate I-200.	Advocate to eliminate I-200.			High	Short-term
29	Create partnerships with service providers and agencies to gain the perspective of	Create partnerships between service providers, agencies and community members to gain the perspective of people with lived experience.			Med	Short-term

	people with lived experience.					
30	Create an Office of Diversion and Re-entry. Scale ODR programs to meet need	Create an Office of Diversion and Re-entry (ODR). Scale ODR programs to meet need of population.			High	Long-term
31	Partner w/re-entry programs to hire people to work in the homeless field	Partner with re-entry programs to hire people to work with agencies and organizations working with the homeless population.			Med	Short-term
32	Expand base of providers	Expand base of providers with expertise in rehabilitative incarceration and re-entry.			High	Mid-term
33	Reduce contracting regulations with public agencies	Reduce contracting regulations with public agencies.			High	Mid-term
34	Build capacity for service providers across systems. Support joint ventures with community service providers in lieu of subcontractor model	Build capacity for service providers across systems. Support partnerships with community service providers in lieu of subcontractor model.			Med	Mid-term

35	Divert all poverty-related bookings to services rather than jail.	Divert all poverty-related arrests to services rather than jail. Poverty related bookings include: <ul style="list-style-type: none"> • • • 			High	Mid-term
36	Conduct a fiscal, cost and power analysis of criminal justice investments and redirect half of all criminal justice spending to early intervention, diversion and behavioral health services.	Conduct a system-wide fiscal, cost, and racial equity analysis of criminal justice investments, with the goal of redirecting half of all criminal justice system spending to housing and services investments to help those exiting long-term incarceration, formerly incarcerated individuals and families of the incarcerated to thrive in the community.			High	Mid-term
37	Support partnerships with re-entry agencies, economic development, unions, job focused organizations to provide job training, apprenticeships and job pipeline for formerly incarcerated people.	Support partnerships with re-entry agencies, economic development agencies, unions, employment organizations to provide job training, apprenticeships and stable employment opportunities for formerly incarcerated people.			Med	Short-term
38	Create (or expand funding for) a Re-	Develop or expand funding for a Re-entry Navigator program. The			High	Mid-term

	entry Navigator program: The navigation support would include guidance regarding access to housing, employment, healthcare, and education and work with individuals preparing to re-enter or have already been released.	navigation support would include guidance regarding access to housing, employment, healthcare, and education and work with individuals preparing to re-enter or have already been released.			
39	Fund programs that (1) hires and support formerly incarcerated people of color as caseworkers and managerial staff to support other formerly incarcerated people; and (2) trains and utilizes their entire staff in trauma informed care practices.	Fund programs that (1) hires and support formerly incarcerated people of color as caseworkers and managerial staff to support other formerly incarcerated people; and (2) trains and utilizes their entire staff in trauma informed care practices.			High Mid-term
40	Fund programs that provide wrap-	Fund and build capacity for programs that support people who have been			High Short-term

	around services for people who were formerly incarcerated and who are (or at risk of becoming) homeless.	incarcerated and who are experiencing homelessness or are at risk of experiencing homelessness by: <ul style="list-style-type: none"> • Hiring people of color who have been incarcerated and/or have lived experience of homelessness • Utilizing effective wrap-around service models • Employing trauma-informed care training and practices 				
41	Change policy to prevent non-violent arrests from removing individuals experiencing homelessness from city and county-controlled housing placement lists.	Change policy to prevent non-violent arrests from removing individuals experiencing homelessness from city and county-controlled housing placement lists.			Med	Mid-term
42	Work with Community Colleges and fund programs to create re-entry education programs for persons leaving incarceration.	Partner with Community Colleges and fund programs to create re-entry education programs for people leaving incarceration.			High	Mid-term
43	Support development and growth of community-rooted	Support the development and growth of community-rooted programs and networks owned and/or led by formerly incarcerated individuals to			High	Mid-term

	programs and networks owned and/or led by formerly incarcerated individuals to guide successful reentry.	provide support for successful re-entry.				
44	Rent Assistance and Housing search/stability assistance available for those currently exiting from incarceration	Create Rent Assistance and stable Housing search assistance for those preparing for re-entry.			High	Mid-term
45	Advocate for reform of state and federal benefit programs to remove barriers to accessing public benefits and financial aid for those exiting incarceration.	Advocate for reform of state and federal benefit programs to remove barriers to accessing public benefits and financial aid for those exiting incarceration.			High	Short term
46		Expand access to occupational licensing for long-term career opportunities (i.e. fire fighters, social workers, IT and coding, etc.)				
47		Through improved system coordination and targeted funding, ensure youth re-entering society after				

		juvenile justice system involvement are provided with adequate supportive services and access to resources to support their successful transition.				
48		Engage with the philanthropic community to leverage funding and strengthen new and existing partnerships, specifically to support formerly incarcerated individuals and/or re-entry efforts.				
49	Change policies regarding legal financial obligations to ensure regulations take into account racial disparities and those living in poverty.	Change policies regarding legal financial obligations to ensure regulations take into account racial disparities and those living in poverty.				
50	Ensure adequate funding for the Office of Legal Aid.	Ensure adequate funding for the Office of Legal Aid.				
51	Improve opportunities to move away from incarceration to diversion, in part, by relying on defense teams working with	Improve opportunities to move away from incarceration to diversion, in part, by relying on defense teams working with social workers [to best assess and support their client].				

	social workers [to best assess and support their client].					
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	Original Recommendation	Revised Recommendation	Working Group Revision	Responsible Agency	Priority	Implementation timeline
1	Establish a Child & Family Legacy Council. The council will be tasked with providing oversight and accountability during the implementation of the 10-year comprehensive plan to reduce poverty and increase intergenerational social and economic mobility in Washington state.	Establish a Poverty Reduction Strategic Plan Council. The council will be tasked with: ensuring recommendations contained in the 10-year strategic plan are implemented; providing oversight, accountability, and community reporting, during the implementation of the 10-year comprehensive plan to reduce poverty and increase intergenerational social and economic mobility in Washington state.			Med	Long term
2	Adopt a new need standard that reflects a decent standard of living based on the community in which one resides. Specifically, adopt the [SELF-SUFFICIENCY STANDARD OR ALICE TOOL] as the need standard by which health and human service eligibility and assistance is determined (adjusted annually for inflation, geography, and family size).	Adopt a new need standard that reflects a decent standard of living based on the community in which one resides. Specifically, adopt the [SELF-SUFFICIENCY STANDARD OR ALICE TOOL] as the need standard by which health and human service eligibility and assistance is determined (adjusted annually for inflation, geography, and family size).			High	Mid-term

4	Direct DSHS, HCA, DCYF, Commerce, ESD, SBCTC, and OSPI to develop a plan to structure their respective programs to: (1) be accountable to a shared set of outcomes for individual, child, and family well-being; and (2) restructure health and human service programs to provide a respectful, integrated, seamless continuum of care.				high	Short-term
5	Provide \$XXX,XXX to DSHS Office of Equity, Diversity, & Inclusion to procure, develop, and implement training for state workers to undo institutionalized racism and advance policies, programs, and practices that achieve equity in outcomes.	Provide \$XXX,XXX to DSHS Office of Equity, Diversity, & Inclusion or other appropriate State agency/office (such as Office of Equity) to procure, develop, and implement training for state workers to undo institutionalized racism and advance policies, programs, and practices that achieve equity in outcomes. Such trainings should be reviewed by people of color led community organizations.			Mid	Mid-term
6	Information can be given through videos, kiosk, internet connections that allows them to watch	Place kiosks or computer monitors at DSHS centers to provide DSHS clients/visitors				

	information pertaining to services and programs	information about services and programs.				
7	Definition of family/guardianship must be expanded to include all otherwise eligible children. A parent/guardian/custodian's incarceration should not interfere with child welfare services.	Examine and develop a more expansive definition for "family" and/or "guardianship" to include other children (who currently may be ineligible). Ensure that a parent/guardian/custodian's incarceration does not interfere with child welfare services.				
8	Only collect information that is critical to serve families (be mindful that capturing some information may be harmful to families).	Ensure that only information essential to program documentation is collected and maintained.				
9	Case managers should speak the language of those they serve.	Culturally-competent, bi-lingual case managers should be assigned to individuals/families who share the same language				
10	Maintain basic services until participant is stable	Maintain basic services until participant is stable and financially secure.				
11	Washington Connection requires literacy and can be a barrier for: people of color, limited English and non-technical users.	Examine and make necessary corrections to ensure literacy barriers do not interfere with the use of Washington Connection.				

12	Working poor are not insured because it's too costly and then face a penalty.	Ensure that people living in poverty (including "working poor") have access to health care.				
13	Require poverty simulation (focused on access to services) training for decision-makers to better understand complexity of process and hurdles to securing aid.	Require poverty simulation (focused on access to services) training for decision-makers to better understand complexity of process and hurdles to securing aid.				
14	Examine measure to streamline access to [quality] childcare for various programs such as SNAP, TANF and BFET.	Examine and develop procedures to streamline access to quality childcare for various programs such as SNAP, TANF and BFET.				
15	Develop incentives for businesses to support [childcare for their employees' family members].	Consider and develop business incentives to encourage support of employee's family members.				
	Washington state should develop a Standard of Need that takes into account real costs that families and individuals need to be healthy and thrive. The standard should account for variations in costs by					

	geographic region and family size and composition. The standard should be updated annually, and public benefit levels should be tied to this standard.					
	<i>Ensure broad-based access to low/no-cost healthcare and childcare for households significantly above the poverty line.</i>					
	<i>Ensure access to TANF by restoring recession-era program cuts.</i>					
	<i>Implement a career pathway program for public assistance recipients.</i>					
	<i>Conduct a comprehensive public benefits audit.</i>					
	<i>Use human centered-design to create systems that allow for ease of communication, ensure people have access to clear information, and encourage peer support models.</i>					
	Create a transportation benefit for all recipients of SNAP, TANF, WCCC and federal housing subsidies					

	and support households to remove transportation barriers (i.e.: support in getting driver's license restored, car repairs, transit pass etc.)					
	Increase funding for the Low Income Energy Assistance Program (LIHEAP) and target high cost, high population areas in the state for increased and enhanced benefits.					
	Dramatically increase funding for the Housing Trust Fund to build more affordable housing throughout the state.					
	Reorient Washington's "work-first" approach to Temporary Assistance for Needy Families around "families-first" to prioritize child wellbeing and family stability and establish performance metrics to reduce the number of adverse childhood experiences (ACES) to which children on TANF are routinely exposed.					

	Original Recommendation	Revised Recommendation	Working Group Revision	Responsible agency	Priority	Implementation timeline
1	Develop strategies to interrupt stereotype threat for students of color.	Develop culturally relevant strategies to combat stereotype threat for students of color.			Low	Mid-term
2	Support K-12 students of color to ensure post-secondary opportunities.	Provide necessary and sustainable funding for post-secondary opportunities to K-12 students of color.			High	Long-term
3	Offer free post-secondary education and/or workforce development.	Enact free post-secondary education and/or workforce development programs for graduating students.			High	Long-term
4	Offer childcare and other services to post-secondary students to minimize school/program interruptions.	Provide funding for childcare services to post-secondary students to help them excel in their school programs.			Med	Long-term

5	Offer reduce/free lunches to post-secondary students (who previously qualified for same).	Issue free and reduced lunches to eligible post-secondary students who have qualified in the past.			Med	Long-term
6	Offer food bank services to post-secondary students.	Establish food bank services to post-secondary students.			Med	Short-term
7	Housing, child care, transportation on campus.	Develop policies to provide affordable housing, child care, and transportation on campus.			High	Long-term
8	Create school navigator positions and co-locate with Social/Human Services on camps.	Establish a school navigator position and co-locate them with the Social and Human Services departments on campus.			Low	Short-term
9	Address related barriers, such as books for running start students, cost of transportation, etc.	Provide funding for running start students for education costs such as books and transportation.			High	Long-term
10	Ensure state funded grants for	Issue state-funded grants (supplemental to traditional financial				

	parents (supplemental to traditional financial aid) of Career and Technical Education students, such as Independent Living program.	aid) for parents of Career and Technical Education students.			High	Long-term
11	Fund the child in a TANF household for post-secondary education.	Ensure funding for post-secondary education for children who are in TANF households.			High	Long-term
12	Change eligibility rules to make pursuing education a standalone activity for benefit programs.	Review and amend eligibility rules to make pursuing education the priority for benefit programs.			Med	Long-term
13	Remove or relax work requirements for people obtaining a post-secondary credential.	Enable flexibility in work requirements for those obtaining a post-secondary credential.			Med	Mid-term

14	Remove punitive [fiscal?] policies, such as can't get transcripts without paying book fine.	Remove fiscal punitive policies that block accessibility for students.			Med/High	Mid-term
15	Ensure temporary fluctuations in pay do not jeopardize benefits.	Protect social benefits regardless of temporary fluctuation in pay.			Med	Mid-term
16	Program eligibility and participation requirements alignment. <i>(included in overarching recommendations)</i>	Align program eligibility and participation requirements to ease navigation.			High	Mid/Long-term
17	Use on-campus navigators/ co-locations with Social/Human Services.	Establish on-campus navigators at co-locations with Social and Health Services departments.			Low	Short-term
18	Revise cost of school attendance calculation	Draft revisions of the cost of school attendance calculation representative of all students and not just the "traditional" student.			High	Long-term

	(currently based on a “traditional” student).					
19	Ensure interconnectedness of services across agencies. <i>(included in overarching recommendations)</i>	Develop a policy of transparency amongst agencies to ensure interconnectedness of services provided.			High/ Med	Long-term
	To address the race and income achievement gaps in education and based on recent research into the impact of small amounts of saving on school achievement, establish a Child Savings Account program in which all kindergarteners (including immigrants and refugees) are “auto-enrolled” in a 529 Dream Ahead Child Savings Account or similar financial product with at least \$100 deposited as “seed”					

	<p>money. Further, create incentives for matching funds engaging with the account and for benchmarks in school achievement like attendance, parent engagement etc.</p>					
	<p>To ensure all children have access to high quality early learning, expand eligibility for the Early Childhood Education Assistance Program (ECEAP) to 180 percent of the federal poverty line (consistent with eligibility for free and reduced price lunch.)</p>					
	<p>To ensure all children have access to affordable child care expand eligibility for the Working Connections Child Care program to 400 percent of the federal poverty line or 200 percent Area Median Family Income</p>					

	(whichever is greater) and cap co-pays at 7% of family income.					
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	Original Recommendation	Revised Recommendation	Working Group Revision	Responsible Agency	Priority	Implementation timeline
1.	Culture shift around livable wages being the right of everyone, particularly after leaving programs designed to equip individuals entering the workforce.					
2.	Need to define as a community what it means to					

	be culturally responsive and then practice that in hiring.					
3.	Providing ESL classes at various workforce development sites for participants.					
4.	Connect mental health services to basic services when providing workforce development services/training. (Goodwill's YouthBuild is an example of holistically working with the participant to ensure success. Mental health can always be an issue in getting, keeping and thriving in the workplace.)					
5.	Ensure workforce development case managers create goals, pathways and access to support services and resources. (Again, YouthBuild is a great example.)					
6.	Build partnerships and/or systems for on-the-job training opportunities with private/public employers.					

7.	Take programs into the community through module-based learning opportunities.					
8.	Promote online e-learning platforms.					
9.	Develop career pathway informational sessions on specific career paths and include training options and funding sources.					
10.	Ensure the ability to use educational funding sources/options for on the job training opportunities.					
11.	Take Integrated Basic Education Skills and Training (IBEST) and Vocational English as a Second Language (VESL)* programs to the community and employers. Build additional incumbent worker programs designed to promote out of entry level positions opening up those entry level slots for new employees. Reducing barriers to advancement.					
12.	Using private or public funding, develop specific					

	training programs designed to move immigrant population into livable wage employment. Offering wrap around case management and building pipeline into specific industries. Building out the VESL program, to include unemployed fast-tracking students into a specific industry.					
13.	Develop inclusive workforce programs by using multi-language marketing and program materials and relying on the use of translators, when needed.					
14.		Advocate for reform of state and federal benefit programs to prevent loss of subsidies while people are working to increase income through workforce development programs.				
15.		Ensure that living-wage workforce development programs and employment training programs are adequately funded, accessible to people living in poverty and/or experiencing homelessness				

		(e.g., proximate locations, transportation and childcare assistance, low-barrier eligibility requirements, compensated through stipends, etc.), and offer services specifically tailored to those most impacted by poverty, including youth. Program development should include a broad range of opportunities, including entrepreneurial and small business opportunities.			
16.	Enact a Working Families Tax Credit (similar to the Earned Income Tax Credit) that is available to all residents, including immigrants and refugees (who are ITN filers) to clean up our upside down tax code and give all workers an income boost.				
17.	Require employers to provide workers with secure scheduling. Ensure employees have access to at least 2 weeks advance notice on their schedule and offer additional hours to part-time workers before hiring new employees in the same positions.				

*VESL is a pilot program at Goodwill where Goodwill provides supportive services to an employer while its partner (Clover Park Technical College) teaches an ESL class that is customized for the employer’s vocational workplace

	Original Recommendation	Revised Recommendation	Working Group Revision	Responsible Agency	Priority	Implementation timeline
1.	<p>Schools should screen children for mental health risks</p> <ul style="list-style-type: none"> • Train educators, school health providers on recognizing ACEs • Educate students on mental health conditions and risk factors – decrease cultural stigma, give children an outlet to discuss personal experience 	<p>Mandatory school screening for children for mental health risks through:</p> <ul style="list-style-type: none"> • Training educators and school health providers on recognizing ACEs • Educating students on mental health conditions and risk factors to decrease cultural stigma and give children an outlet to discuss personal experience 				
2.	<p>Improve crisis response times and services (police trainings for crisis - should not be punitive)</p>	<p>Evaluate and improve crisis response times and services through non-punitive police crisis trainings.</p>				
3.	<p>Better treatment options for people receiving Medicaid/Apple Health</p>	<p>Provide a variety of treatment options and services for individuals receiving Medicaid/Apple Health.</p>				

	<ul style="list-style-type: none"> Integrate health education – tell people why they are receiving certain medications, coping strategies etc. 	<ul style="list-style-type: none"> Integrate health education on medication, coping strategies, best practices, etc. 			
4.	<p>Improve substance abuse treatment options</p> <ul style="list-style-type: none"> Adopt a more flexible policy to “meet people where they are” 	<p>Utilize a harm-reduction model for substance abuse treatments to “meet people where they are at”.</p>			
5.	<p>Expand access and availability of mental health services</p> <ul style="list-style-type: none"> Inpatient facilities need greater capacity for people in crisis seeking help Everyone should be able to choose a provider they are comfortable with to develop a relationship that will foster sustainable mental health treatment options Counselors and screening in schools Training for teachers on recognizing risk 	<p>Ensure necessary funding and resources go directly to increased access and availability to mental health services.</p> <ul style="list-style-type: none"> Expand capacity of inpatient facilities. Interpersonal relationship building opportunities between providers and clients. Additional school-based counselors and screenings. Teacher trainings on recognizing risk factors and early intervention steps. 			

	factors and early intervention					
6.	<p>Greater accountability for providers to serve the community</p> <ul style="list-style-type: none"> • Stop penalizing patients for missing appointments with no reminders 	<p>Generating a model of accountability and evaluation for health providers to serve the community.</p>				
7.	<p>Decriminalize offenses caused/influenced by mental health problems</p> <ul style="list-style-type: none"> • Refer individuals to services rather than punishing them • Train police officers and other service providers on de-escalation and important intervention strategies • Need to focus decriminalization and de-stigmatization of African Americans with mental health concerns 	<p>Decriminalize offenses caused/influenced by mental health problems</p> <ul style="list-style-type: none"> • Refer individuals to services rather than punishing them • Train police officers and other service providers on de-escalation and important intervention strategies • Need to focus decriminalization and de-stigmatization of African Americans with mental health concerns 				

8.	Expand research efforts to understand cross-cultural approaches to mental health and how to effectively integrate into service delivery.	Ensure ongoing research efforts to understand cross-cultural approaches in delivery of mental health services.				
9.	Focus on universal assessment with evaluation by professionals not teachers	Create a universal assessment and evaluation done by mental health professionals and not teachers.				
10.	Educate teachers and mental health professionals (that work in schools) about poverty and how it affects mental health					
11.	Establish navigators in schools to assist students and families in accessing resources and services for mental health					
12.	Expand peer counselor programs in schools	Expand peer counselor programs in schools.				
13.	Greater emphasis should be placed on safety and minimizing trauma <ul style="list-style-type: none"> CPS workers should engage in meaningful conversations to identify true abuse 					

14.	<p>Create a mechanism to correct files based on claims that are unfounded or based on claims that misrepresent the true circumstances of the family living situation</p> <ul style="list-style-type: none"> Needs to be a way that mandated reporters are held accountable for their actions and the way they report situations and the trauma that occurs as a result 					
15.	<p>Hold cultural competency/other trainings to help CPS workers understand parental culture, parenting styles, struggles that single parents face etc.</p>					
16.	<p>Redefine neglect in a way that does not criminalize poverty and mental health</p>					
17.	<p>Change policy of determining who is eligible to become a CPS worker</p> <ul style="list-style-type: none"> Should screen for bias and racism Worker should have understanding of child psychology 					

	<ul style="list-style-type: none"> Should have lived experience with children or CPS system 					
18.	Integrate counseling into schools for children who are dealing with CPS system					
19.	Require providers to give patients a treatment plan to help with health advocacy/literacy					
20.	Create centralized health care system so patients know what they are doing, why they are doing it and where they can access appropriate care					
21.	<p>Improve "MyChart" – individuals need access to easy to read medical records</p> <ul style="list-style-type: none"> Centralize care so all providers contribute to MyChart 					
22.	<p>Expand patient navigator programs</p> <ul style="list-style-type: none"> Staff should have client limits so they are not overworked and can spend the appropriate amount of time with everyone 					

	<ul style="list-style-type: none">• Care coordinators should have familiarity with more than one provider• Experience with DSHS policies, knowledge of community resources, assist with paperwork, documents					
23.	Greater accountability for medical and insurance providers to submit paperwork on time.					
24.						

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